DOCUMENT RESUME

ED 126 409 CG 010 698

AUTHOR Davis, Jerry L.
TITLE Implementing Innovative Correctional Reforms through Action Research.
PUB DATE [71]
NOTE 34p.; Not available in hard copy due to marginal legibility of original document; Paper presented at the Annual Convention of the American Personnel and Guidance Association (Chicago, Illinois, April 11-14, 1976)

EDRS PRICE MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS Action Research; Aptitude Tests; Attitudes; *Correctional Rehabilitation; *Innovation; Institutional Facilities; *Institutionalized Persons; *Institutional Research; *Prisoners; *Program Improvement; Rehabilitation; Research Projects

ABSTRACT

The research was conducted to determine the attitudes, general aptitudes, and interest patterns of residents of a county prison and, on the basis of the test performances, to offer recommendations concerning prison reforms. The results of the assessment techniques were interpreted to residents and to prison administrators. Examples of new programs and services developed as a function of interpreting assessment results include: a building trade and furniture shop; an automotive shop; and the employment of two counseling-psychologists to offer testing and counseling services on a regular basis. The results of the attitude survey indicated the need for the following: more recreational programs; improved visitation procedures; improved relationships/among guards, administrators, and residents. Programs are being developed with respect to the concerns expressed by residents on the attitude survey. (Author)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

Jerry L. Davis

HARD COPY NOT AVAILABLE

ED126409

IMPLEMENTING INNOVATIVE CORRECTIONAL REFORMS THROUGH ACTION RESEARCH

Upon reviewing the literature in the area of correctional reform, it became obvious that few significant changes in policies and programs have been implemented in correctional agencies as a result of findings generated through research. It appears that programs continue to be based largely on tradition and subjective impressions rather than on rational recommendations advanced by psychologists, sociologists, and other professionals.[1] This situation may change, however, as correctional practices are becoming more and more under close public scrutiny. The press for more action-oriented research carefully designed with the primary purpose of identifying appropriate programs and policies is being felt by institutional personnel throughout the country.

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

ACTION RESEARCH BY PSYCHOLOGISTS

Purposes:

The purposes of the research were basically to determine the attitudes generalaptitudes, and interest patterns of a volunteer group of residents and, on the basis of the test performances, to offer recommendations concerning prison reforms.

Subjects:

The nature and purposes of the testing program were explained to the residents. They were told that the test results would be used to determine the kinds of training programs which seemed appropriate to initiate at the prison.

---

1. See Peter G. Garabedian, "Research and Practice in Planning Correctional Change", Crime and Deliquency. January, 1971, pp. 41-56. Jerome Rabow "Research and Rehabilitation: The Conflict of Scientific and Treatment Roles in Correction," Journal of Research in Crime and Deliquency., January, 1964, pp. 67-79.

BEST COPY AVAILABLE

It was further explained that the results of the aptitude tests and interest inventories would be interpreted to each volunteer in an individual one-half hour conference. We were delighted to discover that sixty-two (62) residents volunteered to participate in the testing program.

Tests and Inventories Administered

In an effort to assure appropriate testing conditions and testing environment, it was determined that the residents should be assigned to three groups in order that close supervision and assistance could be offered. Thus, the tests were administered to each of three groups of approximately twenty residents on three different days. The total testing time required for each group was approximately two hours. A twenty minute coffee break was made available for each group upon the completion of the first hour of testing. Fatigue or boredom should not, therefore, have influenced the validity of the test results. The following tests were administered:

Attitude Survey (Developed by investigators)
Employee Aptitude Survey, Manual Speed and Accuracy, Psychological Service, Inc.

Employee Aptitude Survey, Visual Speed and Accuracy, Psychological Services, Inc.

Minnesota Paper Form Board Test, The Psychological Corporation

Bennett Test and Mechanical Comprehension The Psychological Corporation

Hackman-Gaither Vocational Interest Inventory, Psychological Service Center of Philadelphia

The above tests and inventories were selected for this particular testing program for the following reasons:

1. A very low reading achievement level is required to complete each of the instruments. This was considered essential in that a number of the residents had less than eight years of formal education and many had not earned high school diplomas.

2. The tests measured mechanical aptitudes from very low level skills to rather high level technical skills. The degree of mechanical aptitude of each resident was important in that a number of the potential programs that could be initiated were mechanical in nature.

3. The test results would provide a broad base of interest patterns. This information would be helpful in determining the diversity of possible training programs.

4. The test results would not be sophisticated to the point where they would be difficult to interpret to the residents in one-half hour conference.

Test Results

1. Aptitude Tests

The test performances of the residents have been compared with general population norms previously established by the test publishers. The general population norms selected have been developed for high school graduates. Thus, the educational background of the comparative group would be slightly higher than the educational background of the residents. The performances on the aptitude tests are presented in the following four tables:

TABLE I
MANUAL SPEED AND ACCURACY

Percentile	General Population	Sample Population
90	483	485
75	388	407
60	334	362
55	320	352
50	307	346
45	286	322
40	274	305
25	233	248
10	182	181

TABLE II
VISUAL SPEED AND ACCURACY

Percentile	General Population	Sample Population
90	104	102
75	92	92
60	87	84
55	84	81
50	83	78
45	80	73
40	79	69
25	69	62
10	59	42

TABLE III
MECHANICAL COMPREHENSION

Percentile	General Population	Sample Population
90	50	42
75	45	35
60	42	30
55	41	29
50	39	28
45	38	24
40	36	23
25	32	17
10	23	11

TABLE IV
MINNESOTA PAPER FORM BOARD

Percentile	General Population	Sample Population
90	57	51
75	52	44
60	48	38
55	47	36
50	45	34
45	44	33
40	43	32
25	39	26
10	33	20

2. 2. Interest Inventory

The results of the Hackman-Gaither Interest Inventory clearly indicate that the test subjects seem to possess a wide diversity of interests:

TABLE V
HACKMAN-GAITHER INTEREST INVENTORY

		Expressed Interests			
	Occupational Fields	High (75% +)	Average (25%-75%)	Low (25%-)	Total
1.	Business Contact	24	22	16	62
2.	Scientific-Technical	18	26	18	62
3.	Artistic	28	22	12	62
4.	Health and Welfare	24	28	10	62
5.	Business-Clerical	26	26	10	62
6.	Mechanical	12	34	16	62
7.	Service	30	20	12	62
8.	Outdoor	12	22	28	62
	Totals	174	200	122	496

Test Interpretations

A one-half hour individual conference was scheduled for each resident with a psychologist for the primary purpose of interpreting the test results. Some observations concerning these sessions were:

1. The residents were keenly interested in their test performances. For many of the volunteers, it was their first opportunity to discover their aptitudes and interest patterns. They were very attentive and asked numerous questions regarding the implications of the test results.

2. It was obvious to both of the psychologists involved in the interpretations that most of the residents had never learned the process of decision-making. They expressed a lack of direction as how to utilize the new knowledge about themselves in terms of future planning.

3. The residents seemed to need someone who would really listen to their personal concerns as they frequently shared their personal problems. Since the psychologists involved in the test interpretations were not available to follow-up on expressed personal concerns, they did not encourage the residents to describe their personal problems in any depth.

Results and Conclusions

1. There was a general willingness on the part of residents to participate in the testing program. The fact that the purposes of the program were clearly defined may have attributed to their enthusiasm.

2. The residents performed exceptionally well on the manual and visual speed and accuracy aptitude tests.

3. The residents performed significantly below general population norms on the more technical tests.

4. The subjects appeared to have a wide diversity of interests. It is significant to note the exceptionally high interests expressed in service, artistic, and health and welfare occupational fields.

5. The residents were keenly interested in their test performances.

6. The residents had not learned how to incorporate new information about themselves into a process of wise decision-making.

7. The residents seemed to need an opportunity to discuss their personal problems and concerns with professional psychologists.

Recommendations

The following recommendations were advanced on the basis of the test results and information gathered during interpretation sessions:

1. The opportunities for testing residents should be available on a continuous basis. It seems more residents would benefit from learning about their aptitudes and interest patterns.

2. On the basis of the sample tested it would seem that vocational programs which are manual in nature would be most appropriate (e.g., woodworking, painting, nursery, building trades, service station work).

3. Highly technical programs (e.g., electronics, engineering, drafting) would not appear to be appropriate training programs for the residents. They demonstrated little aptitude or interest in highly theoretical fields.

4. The library should include relevant occupational materials (e.g., Occupational Outlook Handbook, Dictionary of Occupational Titles) to provide the men with more comprehensive descriptions of available jobs and non-commitant levels of education or further training needed to secure these positions.

5. An emphasis should be placed on developing a reading program for the residents. Many of the men are not capable of reading at minimal levels and consequently, are handicapped to some extent in exploring literature relevant to new jobs as well as enhancing their opportunities to aspire to more sophisticated occupations within their areas of interests.

6. The services of trained counselors might be secured to specifically assist in helping the residents to learn the process of wise decision-making. They need to learn how to synthesize information about themselves and the world of work.

7. Counselors should also provide residents with opportunities to resolve personal problems. Unless they can be freed of their personal concerns which seem to be interfering with their functioning, the training programs designed to develop skilled workers can only partially succeed.

IMPLEMENTATION OF PROGRAMS BASED ON RESULTS OF ACTION RESEARCH

Based primarily on the recommendations advanced by the psychologists employed to conduct the research, several significant and innovative programs have been developed at the prison during the past two years. The most noteworthy of these new programs are:

1. The development of a building trade and furniture shop
2. The development of an automotive shop, and
3. The employment of two counseling psychologists to offer testing and counseling services on a regular basis.

The Building Trades and Furniture Industry shop provides the residents with an opportunity to learn the use of basic hand tools as well as more sophisticated power driven tools and machinery. Students attend day classes full time 5 days per week and if they do not have a high school diploma or its equivalent must also attend the ABE or GED classes on the evenings that they are offered. The purpose of this part of the program is to train an individual to work in a building related trade and/or the furniture industry. Up to this time 5 residents have either found job placements or started their own businesses upon their release from the prison.

The Automotive Services shop is a replica of a two bay gas station. It provides the resident with an opportunity to learn how to perform auto-

motive repairs and service work. It is not designed to prepare advanced automotive technicians but rather is orientated towards the more usual service aspects of a gas station. Grease and oil changes, tune-ups, tire repair, front and alignments and state inspections are the training skills currently emphasized in this program. We have been assured of job placements by local community businessmen for as many men as we can train to perform these necessary services.

The uniqueness of the above program is that as it expands and develops, every interested resident will be eligible to participate in the program regardless of the length of his incarceration. This is being accomplished through the utilization of a system approach that will break the mechanical program into seven basic systems: ignition, cooling, power training, TBA, general service station operation, minor tune up and major overhaul.

A further rationale to support the development of these two programs described is that it was found by the psychologists during their interviews that most of the residents reported that the primary reason for their imprisonment was due to their failure to meet their financial obligations. At the same time that the counselors delved into the reasons for the imprisonment, it was discovered that most of the residents had marginal vocational skills, if any at all, and little or no financial management skills. Therefore, they were unable to maintain jobs which could support a family in a reasonable standard of living. It is felt with the increased opportunity for higher skill level occupations that these men will be able to support their families and avoid repeat offenses.

The third outgrowth of this action research project has been the establishment of a full-time counseling program being conducted by two advanced doctoral students in counseling under the supervision of two counseling psychologists from Temple University. Each resident who agrees (approximately 85 per-cent has agreed thus far) is administered a battery of instruments

including aptitude tests, achievement tests, and interest inventories. The test results are interpreted to each resident during an individual conference with a psychologist. These test results, along with the expressed interests of the residents, are utilized to place them into the appropriate training programs.

The residents have also been initiating appointments with the psychologists to discuss their personal problems, educational objectives, and vocational plans. When it appears appropriate, the psychologist may choose to administer a personality or projective test to a resident to determine the necessity for more indepth psychological assistance. Informal feedback from residents to this point clearly indicates that they appreciate the opportunity to meet with the psychologists to discuss their personal problems and concerns.

Future Plans

We are delighted with the support provided prison officials which enabled us to initiate the programs described above; however, there is much remaining to be done and numerous questions yet to be considered. As examples, let us raise the following questions:

1. Will residents continue to find the two programs to be stimulating and learningful experiences over a longer period of time or are they reporting enthusiastic attitudes regarding the programs because they are something new and different?

2. Local businessmen have indicated they will employ the residents who complete the training programs upon their release. Will these trainees upon their release, perform well on the job over a period of time? Will these same businessmen continue to commit themselves to the employment of ex-inmates?

3. Will the residents continue to seek the services of the counseling psychologists over a period of time?

4. The test results might well suggest to the psychologists that a need exists to develop more diversified training programs at the prison. Will it be possible to fund such programs? Will prison officials be receptive to the expansion of facilities for new training programs?

The above questions are examples of the kinds of concerns which cannot be answered at this point in time. The positive attitudes of the residents regarding the program, as well as the successful placement of those trained thus far, tend to make us optimistic regarding the action research approach to correctional change. Further research and follow-ups are needed, however, before more definite conclusions can be drawn with respect to the long-term effectiveness of the training and counseling programs initiated at the prison.

SURVEY

Please circle the words under each statement that indicates how you feel about each of the following:

1. Guards and matrons are courteous and considerate in their dealings with residents.

   strongly agree agree not sure disagree strongly disagree

2. In my opinion the Prison is doing a good job of rehabilitation.

   strongly agree agree not sure disagree strongly disagree

3. Prison medical care is good.

   strongly agree agree not sure disagree strongly disagree

4. Residents who provide services to the prison are not rewarded for their efforts.

   strongly agree agree not sure disagree strongly disagree

5. I feel that the Prison owes me something.

   strongly agree agree not sure disagree strongly disagree

6. It is completely the fault of society that I am in prison.

   strongly agree agree not sure disagree strongly disagree

7. I am better taken care of here than on the street.

   strongly agree agree not sure disagree strongly disagree

8. I am unhappy most of the time.

   strongly agree agree not sure disagree strongly disagree

9. Most guards and matrons of the Prison believe in rehabilitation.

   strongly agree agree not sure disagree strongly disagree

10. In general, the prison, is concerned about rehabilitation, but is not very successful.

    strongly agree agree not sure disagree strongly disagree

11. In making decisions, the Prison is more concerned about security than it is about rehabilitation.

    strongly agree agree not sure disagree strongly disagree

12. Medical care is hard to get in an emergency.

    strongly agree agree not sure disagree strongly disagree

13. As a resident, I should try to improve conditions in the prison.

strongly agree agree not sure disagree strongly disagree

14. When it comes right down to it, each man is responsible for what happens to himself.

strongly agree agree not sure disagree strongly disagree

15. Society owes me a way to make my life better.

strongly agree agree not sure disagree strongly disagree

16. Residents should be permitted to decorate their cells any way they want.

strongly agree agree not sure disagree strongly disagree

17. There are enough good ways to let off excess energy.

strongly agree agree not sure disagree strongly disagree

18. In my opinion, guards and matrons view Prison as a way to punish residents.

strongly agree agree not sure disagree strongly disagree

19. Prison security is more important than rehabilitation.

strongly agree agree not sure disagree strongly disagree

20. The administration has a hard job because the community doesn't care about prison residents.

strongly agree agree not sure disagree strongly disagree

21. Residents tend to stick together.

strongly agree agree not sure disagree strongly disagree

22. I have gotten a few good breaks but I have never taken advantage of them.

strongly agree agree not sure disagree strongly disagree

23. Society is made up of people just like me and we all have to pull together.

strongly agree agree not sure disagree strongly disagree

24. Prison food is good.

strongly agree agree not sure disagree strongly disagree

25. Residents of prisons are not supposed to feel happy.

strongly agree agree not sure disagree strongly disagree

26. I am often confused because guards and matrons expect different things of me.

strongly agree agree not sure disagree strongly disagree

27. Treatment personnel are really security personnel in disguise.

strongly agree agree not sure disagree strongly disagree

28. The Administration's decisions are not based on the needs of the residents.

strongly agree agree not sure disagree strongly disagree

29. Residents do not usually trust each other.

strongly agree agree not sure disagree strongly agree

30. I have never had a decent chance in life.

strongly agree agree not sure disagree strongly disagree

31. Society, being the way it is, I'll probably return to prison.

strongly agree agree not sure disagree strongly disagree

32. The present visiting rules are poor.

strongly agree agree not sure disagree strongly disagree

33. Black and white residents have no problems because of race.

strongly agree agree not sure disagree strongly disagree

34. Knowing the way I am, I will probably not be able to make it on the street.

strongly agree agree not sure disagree strongly disagree

35. I am satisfied with the rules for making phone calls.

strongly agree agree not sure disagree strongly disagree

36. Because prison is an unnatural sexual environment, residents should have more opportunities for normal sexual contact.

strongly agree agree not sure disagree strongly disagree

37. For the most part, the rules of the prison are fair.

strongly agree agree not sure disagree strongly disagree

Directions: Circle either "important" or "not important" for each of the following:

Change phone call rules.	important	not important
Change visiting rules.	important	not important
More residents say in making prison decisions.	important	not important
Better medical care.	important	not important
Better food.	important	not important
More recreational programs and equipment.	important	not important
More vocational programs.	important	not important
Better educational programs.	important	not important
College level courses.	important	not important
Better reading material.	important	not important
Color T.V.	important	not important
Opportunities for normal sexual outlets.	important	not important
Better pay for prison jobs.	important	not important
Tighter security.	important	not important
More prompt attention from rehabilitation personnel	important	not important
More counselling services.	important	not important
Others------	important	not important

RESULTS OF ATTITUDE SURVEY

An Attitude Survey Instrument was administered to 101 male residents and 25 female residents to determine their attitudes regarding nine areas of prison life. The nine areas measured were:

1. Resident attitudes regarding correctional officers
2. Resident attitudes regarding treatment
3. Resident attitudes regarding administration
4. Resident attitudes regarding medical care
5. Resident attitudes regarding responsibility to the prison
6. Resident attitudes regarding personal responsibility
7. Resident attitudes regarding society at large
8. Resident attitudes regarding environment
9. Resident attitudes regarding morale

In responding to the items corresponding to each of the nine areas described above, the resident was asked to check one of the following: Strongly Agree; Agree; Not Sure; Disagree; or Strongly Disagree. Since the conditions and programs vary between the men's prison and the women's prison, the results are presented separately.

I. Responses of Male Residents to the Attitude Survey Instrument

A. Residents' attitudes regarding correctional officers

1. Guards and matrons are courteous and considerate in dealing with residents.

	Number[1]	Percentage[2]
Strongly Agree	3	3
Agree	17	17
Not sure	17	17
Disagree	30	30
Strongly Disagree	34	33
Total	101	100

2. Most guards and matrons of the Prison believe in rehabilitation.

	Number	Percentage
Strongly Agree	2	2
Agree	12	12
Not Sure	31	31
Disagree	20	20
Strongly Disagree	35	35
Total	100	100

[1]The total number of responses was not always 101 since some residents did not respond to all items on the instrument.

[2]Percentages rounded to nearest whole number.

3. In my opinion, guards and matrons view prison as a way to punish residents.

	Number	Percentage
Strongly Agree	32	32
Agree	36	35
Not Sure	19	19
Disagree	7	7
Strongly Disagree	7	7
Total	101	100

4. I am often confused because guards and matrons expect different things of me.

	Number	Percentage
Strongly Agree	10	10
Agree	25	25
Not Sure	31	32
Disagree	30	30
Strongly Disagree	3	3
Total	99	100

B. Resident attitudes regarding treatment

1. In my opinion the Prison is doing a good job of rehabilitation.

	Number	Percentage
Strongly Agree	1	1
Agree	6	6
Not Sure	18	18
Disagree	24	24
Strongly Disagree	52	51
Total	101	100

2. In general the Prison is concerned about rehabilitation but is not very successful.

	Number	Percentage
Strongly Agree	13	13
Agree	30	30
Not Sure	23	23
Disagree	15	15
Strongly Disagree	19	19
Total	100	100

3. Prison security is more important than rehabilitation.

	Number	Percentage
Strongly Agree	12	12
Agree	14	14
Not Sure	10	10
Disagree	23	23
Strongly Disagree	41	41
Total	100	100

1. Treatment personnel are really security personnel in disguise.

	Number	Percentage
Strongly Agree	9	9
Agree	18	18
Not Sure	41	41
Disagree	24	24
Strongly Disagree	8	8
Total	100	100

C. Resident attitudes regarding administration

1. In making decisions the prison is more concerned about security than it is about rehabilitation.

	Number	Percentage
Strongly Agree	43	42
Agree	34	34
Not Sure	15	15
Disagree	2	2
Strongly Disagree	7	7
Total	101	100

2. For the most part, the rules of the Prison are fair.

	Number	Percentage
Strongly Agree	1	1
Agree	20	20
Not Sure	12	12
Disagree	32	33
Strongly Disagree	33	34
Total	98	100

3. The Administration has a hard job because the community does not care about prison residents.

	Number	Percentage
Strongly Agree	25	25
Agree	38	37
Not Sure	18	18
Disagree	9	9
Strongly Disagree	11	11
Total	101	100

4. The Administration decisions are not based on the needs of the residents.

	Number	Percentage
Strongly Agree	36	35
Agree	35	35
Not Sure	20	20
Disagree	8	8
Strongly Disagree	2	2
Total	101	100

D. Resident Attitudes regarding medical care

1. Prison medical care is good.

	Number	Percentage
Strongly Agree	3	3
Agree	10	10
Not Sure	19	19
Disagree	24	24
Strongly Disagree	45	44
Total	101	100

2. Medical care is hard to get in an emergency

	Number	Percentage
Strongly Agree	42	41
Agree	24	24
Not Sure	17	17
Disagree	14	14
Strongly Disagree	4	4
	101	100

E. Resident attitudes regarding responsibility to the prison.

1. Residents who provide services to the prison are not rewarded for their efforts.

	Number	Percentage
Strongly Agree	9	9
Agree	15	15
Not Sure	40	40
Disagree	22	22
Strongly Disagree	14	14
Total	100	100

2. As a resident, I should try to improve conditions in the prison.

	Number	Percentage
Strongly Agree	34	34
Agree	46	45
Not Sure	7	7
Disagree	9	9
Strongly Disagree	5	5
Total	101	100

3. Residents tend to stick together.'

	Number	Percentage
Stongly Agree	17	17
Agree	41	41
Not Sure	15	15
Disagree	22	22
Strongly Disagree	5	5
Total	100	100

4. Residents usually do not trust each other.

	Number	Percentage
Strongly Agree	23	24
Agree	40	41
Not Sure	16	17
Disagree	13	13
Strongly Disagree	5	5
Total	97	100

5. Black and White residents have no problems because of race.

	Number	Percentage
Strongly Agree	6	6
Agree	20	20
Not Sure	21	21
Disagree	30	31
Strongly Disagree	22	22
Total	99	100

F. Resident attitudes regarding personal responsibility.

1. I feel the Prison owes me something.

	Number	Percentage
Strongly Agree	13	13
Agree	19	19
Not Sure	14	14
Disagree	39	40
Strongly Disagree	14	14
Total	99	100

2. When it comes right down to it, each man is responsible for what happens to himself.

	Number	Percentage
Strongly Agree	33	32
Agree	29	29
Not Sure	8	8
Disagree	16	16
Strongly Disagree	15	15
Total	101	100

3. I have gotten a few good breaks but I have never taken advantage of them.

	Number	Percentage
Strongly Agree	10	10
Agree	27	27
Not Sure	9	9
Disagree	31	30
Strongly Disagree	24	24
Total	101	100

4. I have never had a decent chance in life.

	Number	Percentage
Strongly Agree	14	14
Agree	18	18
Not Sure	8	8
Disagree	47	47
Strongly Disagree	13	13
Total	100	100

5. Knowing the way I am, I will probably not be able to make it on the street.

	Number	Percentage
Strongly Agree	2	2
Agree	1	1
Not Sure	6	6
Disagree	24	24
Strongly Disagree	66	67
Total	99	100

G. Resident attitudes regarding society at large.

1. It is completely the fault of society that I am in prison.

	Number	Percentage
Strongly Agree	23	24
Agree	10	10
Not Sure	12	12
Disagree	36	37
Strongly Disagree	17	17
Total	98	100

2. Society owes me a way to make my life better.

	Number	Percentage
Strongly Agree	34	35
Agree	25	25
Not Sure	7	7
Disagree	28	28
Strongly Disagree	5	5
Total	99	100

3. Society is made up of people just like me and we all have to pull together.

	Number	Percentage
Strongly Agree	37	38
Agree	39	40
Not Sure	5	5
Disagree	12	12
Strongly Disagree	5	5
Total	98	100

4. Society being as it is, chances are I will return to prison.

	Number	Percentage
Strongly Agree	7	7
Agree	12	12
Not Sure	15	15
Disagree	27	27
Strongly Disagree	38	39
Total	99	100

H. Resident attitudes regarding environment

1. I am better taken care of at the prison than on the street.

	Number	Percentage
Strongly Agree	2	2
Agree	3	3
Not Sure	0	0
Disagree	18	18
Strongly Disagree	77	77
Total	100	100

2. Residents should be permitted to decorate their cells anyway they want.

	Number	Percentage
Strongly Agree	58	57
Agree	36	36
Not Sure	5	5
Disagree	1	1
Strongly Disagree	1	1
Total	101	100

3. Prison food is good.

	Number	Percentage
Strongly Agree	2	2
Agree	12	12
Not Sure	4	4
Disagree	29	29
Strongly Disagree	54	53
Total	101	100

4. The present visiting rules are poor.

	Number	Percentage
Strongly Agree	63	62
Agree	23	23
Not Sure	5	5
Disagree	7	7
Strongly Disagree	3	3
Total	101	100

5. I am satisfied with the rules for making phone calls.

	Number	Percentage
Strongly Agree	4	4
Agree	9	9
Not Sure	11	11
Disagree	22	23
Strongly Disagree	52	53
Total	98	100

6. Because Prison is an unnatural sexual environment, residents should have an opportunity for normal sexual contact.

	Number	Percentage
Strongly Agree	70	72
Agree	11	11
Not Sure	9	9
Disagree	4	4
Strongly Disagree	4	4
Total	98	100

I. Resident attitudes regarding morale

1. I am unhappy most of the time.

	Number	Percentage
Strongly Agree	41	41
Agree	25	25
Not Sure	4	4
Disagree	18	18
Strongly Disagree	12	12
Total	100	100

2. There are enough good ways to let off excess energy.

	Number	Percentage
Strongly Agree	7	7
Agree	8	8
Not Sure	10	10
Disagree	29	29
Strongly Disagree	47	46
Total	101	100

3. Residents of prisons are not supposed to feel happy.

	Number	Percentage
Strongly Agree	12	12
Agree	18	18
Not Sure	17	17
Disagree	25	25
Strongly Disagree	28	28
Total	100	100

II. Responses of Female Residents to the Attitude Survey Instrument

A. Residents attitudes regarding correctional officers

1. Guards and matrons are courteous and considerate in their dealings with residents.

	Number	Percentage
Strongly Agree	2	8
Agree	4	16
Not Sure	9	36
Disagree	8	32
Strongly Disagree	2	8
Total	25	100

2. Most guards and matrons of the prison believe in rehabilitation

	Number	Percentage
Strongly Agree	2	8
Agree	3	12
Not Sure	8	32
Disagree	9	36
Strongly Disagree	3	12
Total	25	100

3. In my opinion, guards and matrons view prison as a way to punish residents.

	Number	Percentage
Strongly Agree	10	40
Agree	5	20
Not Sure	7	28
Disagree	3	12
Strongly Disagree	0	0
Total	25	100

4. I am often confused because guards and matrons expect different things of me.

	Number	Percentage
Strongly Agree	4	16
Agree	4	16
Not Sure	6	24
Disagree	9	36
Strongly Disagree	2	8
Total	25	100

B. Resident attitudes regarding treatment

1. In my opinion the Prison is doing a good job of rehabilitation

	Number	Percentage
Strongly Agree	1	4
Agree	3	12
Not Sure	3	12
Disagree	7	28
Strongly Disagree	11	44
Total	25	100

2. In general the Prison is concerned about rehabilitation but is not very successful.

	Number	Percentage
Strongly Agree	2	8
Agree	7	28
Not Sure	11	44
Disagree	4	16
Strongly Disagree	1	4
Total	25	100

3. Prison security is more important than rehabilitation.

	Number	Percentage
Strongly Agree	1	4
Agree	5	20
Not Sure	2	8
Disagree	7	28
Strongly Disagree	10	40
Total	25	100

4. Treatment and personnel are really security personnel in disguise.

	Number	Percentage
Strongly Agree	4	16
Agree	2	8
Not Sure	13	52
Disagree	4	16
Strongly Disagree	2	8
Total	25	100

C. Resident attitudes regarding administration

1. In making decisions the prison is more concerned about security than it is about rehabilitation.

	Number	Percentage
Strongly Agree	5	20
Agree	12	48
Not Sure	5	20
Disagree	2	8
Strongly Disagree	1	4
Total	25	100

2. For the most part, the rules of the Prison are fair.

	Number	Percentage
Strongly Agree	6	24
Agree	12	48
Not Sure	5	20
Disagree	2	8
Strongly Disagree	0	0
Total	25	100

3. The Administration has a hard job because the community does not care about prison residents.

	Number	Percentage
Strongly Agree	5	20
Agree	6	24
Not Sure	11	44
Disagree	3	12
Strongly Disagree	0	0
Total	25	100

4. The Administrations decisions are not based on the needs of the residents.

	Number	Percentage
Strongly Agree	2	8
Agree	1	4
Not Sure	4	16
Disagree	11	44
Strongly Disagree	7	28
Total	25	100

D. Resident attitudes regarding medical care.

1. Prison medical care is good.

	Number	Percentage
Strongly Agree	0	0
Agree	0	0
Not Sure	1	4
Disagree	6	24
Strongly Disagree	18	72
Total	25	100

2. Medical care is hard to get in an emergency.

	Number	Percentage
Strongly Agree	8	32
Agree	10	40
Not Sure	5	20
Disagree	1	4
Strongly Disagree	1	4
Total	25	100

E. Resident attitudes regarding responsibility to the Prison.

1. Residents who provide services to the prison are not rewarded for their efforts.

	Number	Percentage
Strongly Agree	3	12
Agree	5	20
Not Sure	12	48
Disagree	5	20
Strongly Disagree	0	0
Total	25	100

2. As a resident, I should try to improve conditions in the prison.

	Number	Percentage
Strongly Agree	7	28
Agree	15	60
Not Sure	2	8
Disagree	1	4
Strongly Disagree	0	0
Total	25	100

3. Residents tend to stick together.

	Number	Percentage
Strongly Agree	1	4
Agree	7	28
Not Sure	7	28
Disagree	7	28
Strongly Disagree	3	12
Total	25	100

4. Residents usually do not trust each other

	Number	Percentage
Strongly Agree	4	16
Agree	14	56
Not Sure	3	12
Disagree	3	12
Strongly Disagree	1	4
Total	25	100

5. Black and white residents have no problems because of race.

	Number	Percentage
Strongly Agree	4	16
Agree	7	28
Not Sure	7	28
Disagree	5	20
Strongly Disagree	2	8
Total	25	100

F. Resident attitudes regarding personal responsibility.

1. I feel the Prison owes me something.

	Number	Percentage
Strongly Agree	2	8
Agree	6	24
Not Sure	0	0
Disagree	10	40
Strongly Disagree	7	28
Total	25	100

2. When it comes right down to it, each man is responsible for what happens to himself.

	Number	Percentage
Strongly Agree	7	28
Agree	14	56
Not Sure	2	8
Disagree	1	4
Strongly Disagree	1	4
Total	25	100

3. I have gotten a few good breaks but I have never taken advantage of them.

	Number	Percentage
Strongly Agree	1	4
Agree	13	52
Not Sure	3	12
Disagree	6	24
Strongly Disagree	2	8
Total	25	100

4. I have never had a decent chance in life.

	Number	Percentage
Strongly Agree	3	12
Agree	3	12
Not Sure	4	16
Disagree	11	44
Strongly Disagree	4	16
Total	25	100

5. Knowing the way I am, I will probably not be able to make it on the street.

	Number	Percentage
Strongly Agree	1	4
Agree	1	4
Not sure	3	12
Disagree	8	32
Strongly Disagree	12	48
Total	25	100

G. Resident attitudes regarding society at large

1. It is completely the fault of society that I am in Prison.

	Number	Percentage
Strongly Agree	5	20
Agree	3	12
Not Sure	5	20
Disagree	10	40
Strongly Disagree	2	8
Total	25	100

2. Society owes me a way to make my life better.

	Number	Percentage
Strongly Agree	4	16
Agree	6	24
Not Sure	7	28
Disagree	7	28
Strongly Disagree	1	4
Total	25	100

3. Society is made up of people just like me and we all have to pull together.

	Number	Percentage
Strongly Agree	7	28
Agree	10	40
Not Sure	3	12
Disagree	3	12
Strongly Disagree	2	8
Total	25	100

4. Society being as it is, chances are I will return to prison.

	Number	Percentage
Strongly Agree	0	0
Agree	2	8
Not Sure	7	28
Disagree	4	16
Strongly Disagree	12	48
Total	25	100

H. Resident attitudes regarding environment

1. I am better taken care of at the Prison than on the street

	Number	Percentage
Strongly Agree	0	0
Agree	2	8
Not Sure	2	8
Disagree	7	28
Strongly Disagree	14	56
Total	25	100

2. Residents should be permitted to decorate their cells anyway they want.

	Number	Percentage
Strongly Agree	10	40
Agree	9	36
Not Sure	3	12
Disagree	2	8
Strongly Disagree	1	4
Total	25	100

3. Prison food is good.

	Number	Percentage
Strongly Agree	0	0
Agree	5	20
Not Sure	4	16
Disagree	6	24
Strongly Disagree	10	40
Total	25	100

4. The present visiting rules are poor.

	Number	Percentage
Strongly Agree	18	72
Agree	4	16
Not Sure	1	4
Disagree	0	0
Strongly Disagree	2	8
Total	25	100

5. I am satisfied with the rules for making phone calls.

	Number	Percentage
Strongly Agree	2	8
Agree	1	4
Not Sure	1	4
Disagree	12	48
Strongly Disagree	9	36
Total	25	100

6. Because Prison is an unnatural sexual environment, residents should have more opportunities for normal sexual contact.

	Number	Percentage
Strongly Agree	14	56
Agree	8	32
Not Sure	1	4
Disagree	2	8
Strongly Disagree	0	0
Total	25	100

I. Resident attitudes regarding morale

1. I am unhappy most of the time.

	Number	Percentage
Strongly Agree	6	24
Agree	7	28
Not Sure	3	12
Disagree	9	36
Strongly Disagree	0	0
Total	25	100

2. There are enough good ways to let off excess energy.

	Number	Percentage
Strongly Agree	1	4
Agree	3	12
Not Sure	1	4
Disagree	12	48
Strongly Disagree	8	32
Total	25	100

3. Residents of prisons are not supposed to feel happy.

	Number	Percentages
Strongly Agree	1	4
Agree	1	4
Not Sure	3	12
Disagree	13	52
Strongly Disagree	7	28
Total	25	100

There was a second section to the Attitude Survey Instrument. Residents were asked to respond as to whether they felt it was "important" or "not important" to change certain conditions within the prison. The following responses were reported by male and female residents to the conditions described below:

	Number of Males		Number of Females	
Condition	Imp.	Not Imp.	Imp.	Not Imp.
Change phone call rules	90	9	22	3
Change visiting rules	96	3	25	0
More resident say in Decision-making	84	10	25	0
Better Medical Care	93	4	24	1
Better food	88	10	18	7
More recreational programs and equipment	92	5	25	0
More vocational programs	90	5	24	1
Better educational programs	89	5	24	1
College level courses	80	14	21	4
Better reading material	94	3	24	1
Color television	47	52	5	20
Opportunity for normal sexual outlets	85	10	25	0
Better pay for prison jobs	83	10	22	3
Tighter Security	23	69	3	22
More prompt attention from Rehabilitation Personnel	85	10	21	4
More Counseling Services	93	4	23	2

In addition to the above conditions, residents were requested to offer other changes that might improve prison life. The following were offered by at least two residents:

Males	Females
Movies--10	Change dress code--4
Access to Public Defenders--7	Recreation programs--3
Better Clothes--2	Better legal assistance--3
Gym equipment--2	

ROLE OF COUNSELORS AT PRISON

The two counselors provide a full-time counseling service (40 hours per week). The primary tasks performed are:

(1) Work with Administration (Guards, Warden's Office, Hospital), toward the end of orienting the prison staff to the educational and vocational programs and to elicit their help in recruitment and the distribution of recruitment materials. A key responsibility is to workout conflicts between prison security considerations and the educational needs of residents.

(2) Work with Teachers. The role is to help with recruitment, academic screening for grade level (WRAT), follow up students who seem to be losing interest, and to attempt to remotivate drop-outs. School personnel are given informational feedback pertaining to student problems.

(3) Administration of tests and interviews to determine placement in vocational programs. A screening procedure is used to determine the eligibility and potential of residents to participate in vocational programs. This consists of several phases:

(a) Preliminary interview to discuss details of program and residents reason for seeking admission. A background information sheet was prepared for the initial interview.

(b) Screening tests administered (aptitude and interest). The tests used are the Hackman-Gaither Vocational Interest Inventory and the Differential Aptitude Test.

(c) Tests are interpreted.

(d) Consult with the Warden and guards - check details in the resident's file in the record office.

(4) Administration of Psychological Testing. This is done in special cases where personal problems seem to interfere with performance in programs and adjustment in prison. Tests used are MMPI, Rorschach, Moody Problem Check List, Incomplete Sentence Blank, 16PF, Runner Scale and WAIS. Recommendations and test findings generally are reviewed with the Warden and/or sent to an appropriate agency.

(5) Career Development. In certain cases, residents are not interested in specific education programs in the prison or have completed the DED program, and are interested in career guidance for the future. Group tests (DAT) and selected tests are administered for evaluation purposes and the test results are interpreted with concrete suggestions given as to possible ways goals may be reached.

(6) Determine Appropriate Placement for Employment Upon Leaving the Prison. Information and specific referrals are given to residents seeking employment, vocational training, or education after leaving prison.

(7) Interviews Upon Admission. Within 48 hours after admission, new residents are interviewed and oriented to the availability of academic and vocational programs.

(8) Personal Counseling. This is available to participants in the educational and vocational programs. Teachers and vocational instructors may refer residents who are having difficulties in their classes.

(9) Referrals. In our contact with residents, special needs are frequently established which cannot be met in our program. In such cases the resident is referred to other services within the prison, situations brought to the attention of the Warden, and recommendations made for outside help.